National Security Personnel System (NSPS)
Performance Management System Design Update
February 10, 2006

The Department of Defense (DoD) is in the final stages of the design of the NSPS Performance Management System. As a result of feedback from employees, managers, supervisors, and labor unions, the NSPS Program Executive Office (PEO) made adjustments to the preliminary design to focus on job objectives and to ensure the system is clear and understandable.

The design emphasizes employee results that contribute to the accomplishment of the Department's national security mission. A major feature is the use of job objectives focused on results. Objectives will clearly create the "line of sight" that shows how individual performance can contribute to organizational goals and will serve as the primary basis for employee performance ratings.

Performance factors and benchmark descriptors continue to play a key role in establishing and assessing performance expectations and may influence the final rating. These changes strengthen the direct tie of performance to mission while continuing to stress that the method of performance is important. The payout methodology, exercised after ratings are complete, will be based on a range of shares tied to the performance rating.

The draft implementing issuance for the performance management system is expected to be completed later this month and is subject to continuing collaboration with the unions. Training materials will be revised to reflect the modified design.

NSPS deployment of the human resources system for Spiral 1.1 organizations is on track for April 30, 2006. We expect NSPS content training to resume in March.

Ensuring that we take the time to do this right has always been a principle in our event-drive implementation approach. We want to make sure that our employees, supervisors, and leaders fully understand this system, and that they have the tools to succeed in a results-focused performance-based environment.